



THE OJT CONNECTOR

Your Road to Success

VOLUME 3

ANEW PARTICIPATES IN TINY HOUSE PROJECT

Students from the Apprenticeship and Non-traditional Employment for Women (ANEW) program built two Tiny Houses as part of a city-wide, Low Income Housing Institute (LIHI) administered, project to provide shelter for the homeless.

The ANEW students built the houses at CITC's Bellevue campus. Each of the houses is eight feet by twelve feet, have insulation and electricity and provide enough space for up to two people.

"CITC and ANEW have had a long relationship and we are grateful to them for lending an instructor for a day and providing the space for our students to build these houses," said Morgan Stonefield, ANEW program manager. "We also received help from DocuSign who lent two skilled volunteers for two days to assist with the building."

ANEW offers a free 12-week, part-time, pre-apprenticeship training that helps women enter non-traditional careers in the construction trades and manufacturing.

"The women on this project had few if any carpentry skills," said Steve Ignac, the lead shop instructor for ANEW. "The women were particularly dedicated as the houses were going to a homeless camp. After seven days they had built the two houses and had become quite comfortable with many types of power tools, most of which they had never used before."

The houses were moved to the Nickelsville area with similar houses on 22nd and Union in Seattle on land owned by the Lutheran Church of the Good Shepherd. This is Seattle's first Tiny House Village and will have 15 tiny homes on the site and will contain a security hut, kitchen tent, donation hut, two toilets and a shower pavilion.



For more Information, contact Morgan Stonefield, ANEW Program Manager at morgan@anewaop.org.

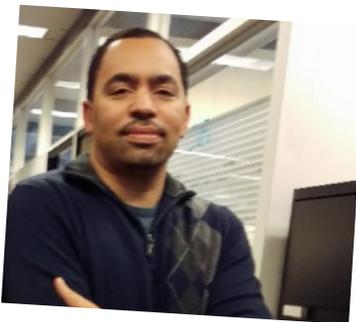


WSDOT OEO WELCOMES NEW DIRECTOR, EARL KEY

Earl is an experienced lawyer, advisor and advocate who has been recognized for his work to improve minority representation, equal opportunity hiring and compliance. Earl's history includes starting his own law firm, then being hired by the Mayor of Niagara Falls as Chief Compliance Officer to evaluate, restructure and rebuild the city's equal opportunity policies and to investigate civil rights as legal counsel for the Human Rights Commission. In that role, Earl investigated allegations based on race, sexual harassment, religion, sexual orientation and other forms of discrimination.

He was responsible for redesigning the city's complaint process and implemented a "best in class" equal opportunity hiring policy that redefined how employees were evaluated for potential employment.

Most recently, Earl worked as an assistant attorney general with the Washington State Office of the Attorney General where he represented 15+ agencies, specifically advising the agencies with respect to collective bargaining, contract interpretation, grievance procedures, investigations, discipline and unfair labor practices. Additionally, Earl represented state agencies and institutions of higher education in civil service employee appeals, trained human resource professionals on topics such as ADA, FMLA and labor relations, litigated unfair labor practices and led investigations of all forms of employment discrimination and employee misconduct.



THANK YOU MIKE!

OEO would like to thank Mike North for his hard work in the Office of Equal Opportunity as Interim director. He showed great leadership, worked to provide a positive environment for OEO staff to succeed and innovate while building relationships internally and externally. Mike will return to his role at the Department of Enterprise Services.

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THE APPRENTICESHIP AMBASSADOR LEADERSHIP INSTITUTE

The Ambassador Program is an opportunity for Apprentices and Journey persons to engage in peer to peer recruitment and act as stewards for their trade.

Who should participate: Apprentices or Journey persons excited about their trade and eager to share the benefits of a career in construction at outreach events while gaining skills in leadership, recruitment and community service.

What is the Leadership Institute: To best prepare Ambassadors we are offering a 2 day Leadership Institute that will include Leadership, Outreach/Recruitment and Mentorship skills training.

Ambassadors will receive a 16 hour certificate of achievement upon completion of this training. Cost to attend will be waived to those whose programs endorse their participation in the Ambassador program and commit to using and supporting this program in their outreach efforts.

Where: South Seattle College, Georgetown Campus

When: February 26th and 27th, 8:00 am to 4:00 pm

How to register:

Program Leaders: Please select an apprentice and/or journey person to send to this training. This person should be a reliable ambassador for their trade and able to attend the training.

Please contact Lin Carleton at icarleton@rtc.edu or 425-235-2352 x2217 to complete the registration.



THE ALTERNATIVE SOLUTIONS PROGRAM

As part of Washington State's Division of Child Support (DCS) the Alternative Solutions Program works as a bridge between community services and the people they assist.

When you participate in the Alternative Solutions Program your support officer will work with you to design an action plan for your needs that can include:

- *Working with community partners that can help with employment, housing, food, medical, legal resources, and much more.
- *DCS direct services that may help lower your monthly payments or reduce state debts.
- *Help with license suspension and other enforcement actions.
- *Referrals to the Economic Services Administration's Employment Pipeline, a direct employment service developed in partnership with the Department of Social and Health Services.

Using a database of over 3,000 community resources across the state, Alternative Solutions can connect you to the services you need.

For more information about the Alternate Solutions Program, contact AlternativeSolutions@dshs.wa.gov or call 360-664-5028.

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TERO VOCATIONAL TRAINING CENTER GRADUATION

TERO Vocational Training Center (TVTC) is run through the TERO Department of the Tulalip Tribes, and is recognized by the Washington State Training & Apprenticeship Council as a pre-apprentice construction training course. We are accredited through Renton Technical College and South Seattle Community College. Our purpose is to train Native Americans, and their non-Native spouses and parents, giving them skills to competitively enter an apprenticeship or a family wage career. Our training is free to those meeting our criteria.

“The Training was established in 2001 and has grown into a reputable pre-apprentice program, training 20 students per session and holding two sessions a year .”

It was started to meet the construction needs of the Tulalip Tribes reservation; the building of the new Casino, the Outlet Mall and five star Hotel. TVTC has supplied the building contractors with a reliable work force while giving people a good livable wage and marketable skills. Realizing the importance of training and its impact, and the tribe’s continual growth it was decided to continue training.

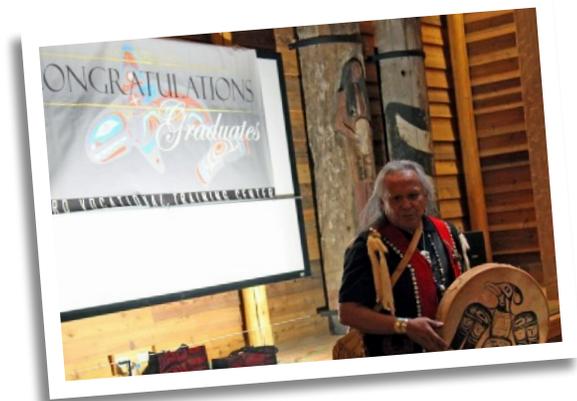
Our current partners include the following trades: Carpenters - Laborers - Ironworkers - Sheet Metal Worker - Operating Engineers - Electricians - Cement Masons. During the fourteen week training they learn footings, foundations, how to hang doors and windows, framing, the basics of plumbing, the basics of electrical; OHM’s law and build a three way circuit. The students earned certifications in Washington State Traffic Control, Fork lift operation, Boom lift operation, First Aid/CPR, OSHA 10, and Hilti Powder Actuated tools

The autumn class graduated seventeen Native Americans on December 17, 2015 and thirteen started employment within a month of graduation.

Six are doing demolition on the Hotel remodel, two are doing dry wall taping, and two are working for the tribe; construction coordinator and maintenance laborer, one aerospace, one sheet metal apprentice and one carpenter apprentice.

Orientation for the February class was held on 1/26/16 and forty five applicants are vying for a position, the class started February 1, 2016 with twenty-five students.

TVTC graduates learned skills and are changing their lives and becoming role models for their peers and children.



TVTC classes are offered at no charge to Tulalip tribal members, tribal members of federally recognized tribes, spouses/parents of Tulalip tribal members, and employees of the Tulalip Tribes.

For more information Call (360) 716-4760

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8TH ANNUAL PIERCE COUNTY CAREER DAY

The 8th annual Pierce County Career Day took place November 19th at the Washington State fairgrounds in Puyallup.

Over 2300 high school students descended upon the fairgrounds for this one day hands on event to get hand on experience using a bobcat, bucket truck, welder, hammer, tube bender, shovel, compactor, jack hammer, and backhoe along with many other interact exhibits. The vision of PCCD is to expose high school students to apprenticeships and the vast opportunities in the fields of construction, utilities, manufacturing and transportation.

PCCD would not be possible without our sponsors that include DVR, Tacoma Public Utilities and W.A.L.E.C.E.T. and our many exhibitors.

The 9th annual Pierce County Career Day will take place November 17th at the Washington State fairgrounds in Puyallup.

For more information, contact Brandon Koenes at bkoenes@workforce



ARE YOU HIRING? Check WorkSource On The Job Training Program

Have you passed on a job seeker that really stood out as an excellent candidate during an interview, simply because they lacked a skill that required extra training? If so, OJT is for you!

You interview one of our eligible job seekers and decide if they're the right fit for your company – Once you make a full-time offer, we will work together to create a customized Training Agreement before the first day of employment. Your company will receive a 50% wage reimbursement once the OJT is complete!

You design the perfect employee for your business – Finding good applicants is challenging! Often, just a little extra training is all it takes to create the perfect employee to fill your vacant positions.



For more Information, contact Michelle Griffith at WorkSource
Phone: 509-734-5929
mgriffith@esd.wa.gov

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WA STATE APPRENTICESHIP COORDINATORS ASSOCIATION

January 20, 2016 Elections were held for the State Coordinators Chair Position. This position has been held for several years by Peter Lahmann, with the Northwest Laborers Apprenticeship.

Mark Beaufait (markb@ftinw.org), Training Director for the IUPAT, was nominated and elected as the new State Chair of the Association. He joins Ken Cox, Sheet Metal apprenticeship (kgcox@smw55.org), Eastern Washington Coordinators Chair and Greg Christiansen (gachristiansen86@aol.com), Iron Workers Western Washington Coordinators Chair.

For more information pertaining to apprenticeships in SW WA, contact Bridget Quinn (bquinn@nietc.org), IBEW, Chair of the Oregon SW WA Coordinators Association.

If you would like to join these apprenticeship organizations, have apprenticeship questions, or would like to get on the list serve for any of these organizations, please contact Bridget, Ken, Greg, or Mark.

By Peter Lahmann

UPCOMING EVENTS

March 24, 2016
Pizza, Pop and Power Tool, Lower Columbia College, Longview, WA

April 13-14, 2016
Spokane Tribal Career Fair
Spokane, WA

May 03, 2016
Try a Trade, New Market Skills Center
Tumwater, WA

May 24-25
Pacific Northwest Apprenticeship Education Conference
Portland, OR



PRE-APPRENTICESHIP & SUPPORTIVE SERVICE (PASS) GRANT

The Pre-Apprenticeship Supportive Services Grant Program is dedicated to supporting women, minorities and other socially and economically disadvantaged individuals are interested in pursuing a career in the highway construction industry.

Some of the goals of the program are to create diversity in the highway construction workforce and create accessibility to living wage jobs.

WHO CAN APPLY FOR GRANT FUNDS?

Organizations dedicated to providing services and training to females and minorities that desire entry into Highway Construction trades.

WHAT SERVICES CAN BE OFFERED?

Limited transportation and childcare assistance, support with tools and help paying for training programs* can be paid for with grant funds for eligible participants.

Interested in the PASS Grant?

Call (360) 705-7083

Email OJTSSInfo@WSDOT.WA.GOV

Washington State Department of Transportation
Office of Equal Opportunity

Phone: 360-705-70836

Email: OJTSSInfo@WSDOT.WA.GOV